

STATEMENT OF
REPRESENTATIVE STAN PARRIS
BEFORE THE
SUBCOMMITTEE ON HUMAN RESOURCES
OF THE HOUSE CIVIL SERVICE AND POST OFFICE COMMITTEE
ON
FLEXIBLE AND COMPRESSED WORK
SCHEDULES IN FEDERAL AGENCIES

Wednesday, April 24, 1985

MR. CHAIRMAN, I APPRECIATE YOUR ALLOWING ME THE OPPORTUNITY THIS MORNING TO TESTIFY ON BEHALF OF H.R. 1525. I AM AN ORIGINAL CO-SPONSOR OF THIS BILL WHICH WAS INTRODUCED LAST MONTH TO MAKE PERMANENT ALTERNATIVE WORK SCHEDULES (AWS) FOR FEDERAL EMPLOYEES.

I STRONGLY SUPPORT THE AWS PROGRAM WHICH ALLOWS FEDERAL EMPLOYEES TO UTILIZE WORK SCHEDULES THAT DEPART FROM THE TRADITIONAL FIVE-DAY, 40 HOUR WORK WEEK. FLEXIBLE WORK SCHEDULES PERMIT A VARIETY OF ARRANGEMENTS IN WHICH FIXED TIMES OF ARRIVAL AND DEPARTURE ARE REPLACED BY CORE WORKING HOURS AND EXPANDED ARRIVAL AND DEPARTURE TIMES.

THIS PROGRAM, MR. CHAIRMAN, HAS PROVEN TO BE AN OUTSTANDING SUCCESS DURING ITS TRIAL PERIOD IN THE FEDERAL GOVERNMENT AS WELL AS PRIVATE INDUSTRY. THERE ARE CURRENTLY TEN MILLION FULL TIME WORKERS IN THE PRIVATE SECTOR WHO ENJOY FLEXIBLE WORK SCHEDULES. THESE VARIATIONS HAVE EVOLVED AS A MEANS OF COPING WITH SOCIAL CHANGE, PARTICULARLY THE DRAMATIC INCREASE OF WOMEN IN THE WORK FORCE.

FLEXIBLE SCHEDULES HAVE PROVEN TO BE OF BENEFIT TO BOTH EMPLOYEE AND EMPLOYER. THERE IS VERY CONVINCING EVIDENCE THAT THIS TYPE OF WORK SCHEDULE HAS INCREASED PRODUCTIVITY, REDUCED THE USE OF SICK LEAVE AND TARDINESS, AND HAS A VERY SALUTORY EFFECT ON EMPLOYEE MORAL.

BESIDES THE OBVIOUS BENEFIT TO FEDERAL EMPLOYEES, THE FEDERAL GOVERNMENT AND FAMILIES OF FEDERAL WORKERS ALSO BENEFIT FROM THIS LEGISLATION. DURING THE AWS TRIAL PERIOD, THE GOVERNMENT EXPERIENCED GREATER EFFICIENCY IN OPERATIONS AND SERVICES. DEPARTMENT AND AGENCY SUPERVISORS, BY CAREFULLY ARRANGING WORK SHIFTS, HAVE BEEN ABLE TO KEEP OFFICES OPEN LONGER, PROVIDING AN INCREASED SERVICE TO THE PUBLIC. THIS LEGISLATION ALSO ALLOWS WORKERS TO GAIN SOME CONTROL OVER THEIR DAILY SCHEDULES, PERMITTING THEM TO SPEND MORE TIME WITH THEIR FAMILIES. BY ADJUSTING THEIR WORK HOURS, THEY CAN MEET THEIR PERSONAL NEEDS AND PREFERENCES AND STILL MAINTAIN THEIR COMMITMENT TO THEIR JOBS.

THE FLEXITIME PROGRAM, WHICH HAS INCREASED GOVERNMENT EFFICIENCY THROUGH IMPROVED EMPLOYEE MORALE, ENJOYS WIDE SUPPORT AMONG WORKERS AND ADMINISTRATORS AND DESERVES TO BE MADE A PERMANENT OPTION FOR FEDERAL EMPLOYEES. HOWEVER, UNLESS CONGRESS ACTS SOON, THE CURRENT EXTENSION WILL EXPIRE ON JULY 23RD - LESS THAN TWO MONTHS FROM TODAY.

AGAIN, I THANK THE CHAIRMAN FOR THIS OPPORTUNITY AND URGE SUBCOMMITTEE APPROVAL OF H.R. 1525 AT THE EARLIEST DATE POSSIBLE.